

# BECOME A PARTNER



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# WELCOME

**Thank you for considering a partnership with AHR Consultants. By becoming one of our partners, you can broaden your service offering to include HR, leadership development training, and safety support.**

Working in partnership with us is hassle-free and always without cost, allowing you to generate an additional income stream.

To give a more detailed insight into what we do, this introductory pack includes a guide to our specialist areas, highlighting the benefits attached to each.

If you have any questions at all, please contact us on **0345 076 2288**.

## MARKETING SUPPORT

We pride ourselves on the value of our partnerships, providing organisations with tailored marketing support that attracts clients and increases income.

This includes:

- An introductory letter explaining our partnership and services to your clients
- A services letter which details how our partnership can help your clients' business
- A variety of emails which can be used individually or in a wider campaign to boost referrals
- Promotional content to use on your website and social media channels
- Guidance on how to utilise our various Risk Reports
- Promotional materials to use within your practice or to accompany mailings, including personalised leaflets
- Access to a dedicated website page with news articles and social media updates, covering trending topics in HR and H&S

If you would prefer to produce marketing content of your own, this pack acts as a great source of information that can be adapted to your style and preferences.



# HR/EMPLOYMENT LAW SERVICES

**AHR Consultants strive to deliver comprehensive and customer-focused support, offering advice on any HR and employment law issue.**

We offer a variety of services and cost-effective packages to businesses across the UK, including legally compliant documentation and unlimited support.

- **Consult Oncall** – 24/7 access to our advice line, where any HR issues or concerns can be discussed.
- **Consult Custom** – We give businesses the freedom to shape their own HR package and access the services they need. This includes 24/7 advice line calls, online portal access, and Employer Defence as standard. Access to BreatheHR, an Employee Assistance Programme, Occupational Health and training can also be added.
- **Consult Complete** – Businesses can enjoy the benefits of our entire HR service offering, with AHR Consultants acting as their fully outsourced HR department. This includes a dedicated HR Business Partner, onsite consultancy visits, and much more.

We help businesses deal with the day to day employee issues that arise in the workplace, by offering commercial and pragmatic solutions that are tailored to specific needs. This applies across all of our packages, with full customisation available on each.

## EMPLOYER DEFENCE

In the event of an employment tribunal, Consult Custom and Consult Complete clients will automatically benefit from AHR Consultants' Employer Defence Service. AHR Consultants will represent clients throughout the Employment Tribunal process at no cost, subject to certain terms and conditions, which are available on request.



# CONSULTANCY PROJECTS

**Complex HR issues are often unpredictable and success is determined by how quickly a manager or HR team can react to solving them.**

We give businesses access to on-site support from a team of HR specialists, with combined experience of over 100 years in practical, hands-on HR consultancy.

By working alongside businesses, AHR Consultants provide tailored solutions to meet specific needs.

Examples include:

- On-site investigation and support with disciplinary, grievance and performance issues
- HR due diligence and dealing with the HR implications of acquisitions and disposals regulated by TUPE regulations
- Management of redundancy programmes including collective consultations
- Development and delivery of bespoke training programmes
- HR audits
- Senior managers and directors settlement agreements
- Recruitment and selection projects
- Mediation and Coaching

*Being able to speak to the team at AHR (as many times as we need to) and to be given advice that makes us able to handle HR issues with confidence, is invaluable. Over the years we would not have been able to run our business without their continued support and advice.*



# LEADERSHIP TRAINING

**It is widely recognised that training and development plays an essential role in the success of a business, helping to grow skills and meet personal development needs.**

Our courses include:

- Performance Appraisals
- Conflict Management
- Difficult Conversations
- Capability Management
- Managing Equality and Discrimination
- Managing Grievances
- Managing Investigations
- Management Essentials
- Managing Disciplinary Procedures
- Recruitment and Selection
- Attendance Management

Our training is both comprehensive and cost-effective, delivering measurable results.

All courses are aimed to train managers in the fundamental skills they need to operate effectively, professionally and in compliance with employment law.

In addition to this, we offer a valuable selection of courses dedicated to enhancing softer skills, including:

- Coaching Skills for Managers
- Delivering Excellent Customer Service
- Presentation Skills
- Assertiveness and Influencing
- Team Development and Motivation
- Resilience and Wellbeing



# EMPLOYMENT TRIBUNAL SUPPORT

**Employment tribunals aren't always expected and can cause a great deal of stress and expense to a business.**

With experienced employment solicitors, AHR Consultants offer advice and guidance through every step of the process.

Depending on specific organisational needs, our support can be provided on a fixed or flexible basis.

## FIXED FEE

We offer a fixed fee arrangement for tribunal support, which is split into three different stages. AHR Consultants can be engaged at any stage:

- **Stage 1** – Preparing and submitting ET3
- **Stage 2** – Case preparation/settlement negotiation
- **Stage 3** – Representation

## PAY AS YOU GO

We also offer ad-hoc support, which allows businesses to utilise our expertise in a style that suits them. Whilst our team remains available throughout the tribunal process, assistance can be requested as and when it is required. With this flexibility, AHR Consultants can provide professional guidance on any individual element of the process. Fees are based on an hourly and daily rate.



*When you don't know where to turn and there seems to be too much on the internet, it's refreshing to know AHR have traditional business values. Whether it's about employment or redundancy, contracts or just general guidance someone is there to support us.*



# H&S SERVICES

**Everyone is aware that there is a requirement for health and safety in the workplace but often it falls to the bottom of the priority pile.**

Our fully customisable packages can include:

- Competent person provision
- Health and safety audit and inspections
- Fire risk assessments RRFSo2005 compliant
- Policies, procedures and risk assessment reviews
- Fire evacuation strategy
- Preparation and delivery of a training matrix
- Onsite consultancy days
- Expert legal advice and representation
- ISO 9001, 14001 and 45001 management systems
- Occupational health and hygiene services
- Employee Assistance Programme (EAP)

With the ever-changing legislative requirements coupled with the increased activity of the Health and Safety Executive, we aim to deliver peace of mind across all sectors in this key area of compliance.

## BUSINESS DEFENCE

When facing the unwanted prospect of a health and safety claim, our Business Defence service provides immediate access to expert legal advice. Employers can understandably feel anxious about the potential impact of a claim, which is where we are able to offer support. Our goal is to strengthen the defensibility of businesses through practical solutions, meaning investigations can be managed in an efficient and correct manner.



*AHR have been pivotal in helping us to achieve a more robust and compliant method of delivering health and safety within our business. Ultra professional and always on hand to offer expert advice whenever needed. I believe our company is in very safe hands.*





# H&S TRAINING

**An investment in health and safety training can be key to establishing the long-term security of an organisation.**

Although businesses operate in unique environments, the appointment of a competent person is a legal requirement for compliance.

By producing a bespoke training matrix for a workforce, we can provide effective development opportunities that help to prioritise competence.

Through our courses, we strive to encourage a widespread positive attitude towards health and safety, whilst giving businesses everything they need to minimise risks and accidents.

As a result, employers can enjoy peace of mind in the competence of their people and the defensibility provided in avoiding the costly distraction of any legal issues.

Our training courses are fully adaptable and include:

- Risk Assessment
- Manual Handling
- Fire Safety
- First Aid at Work
- Emergency First Aid at Work
- Mental Health First Aid
- Managers and Directors
- IOSH Managing Safely
- Asbestos Awareness
- Legionella Awareness
- Mental Health Awareness
- Food safety (Level 1-3)



# YOUR NEXT STEPS

**We hope that this has been a useful introduction to AHR Consultants. If you are interested in becoming a partner or would like more information about our services, we would love to hear from you.**

Contact us using the details below and explore the partnership options available to your business. Once your enquiry has been processed, we will then provide you with everything you need to maximise the potential of our partnership. This includes a bespoke Marketing Content Plan, which allows you to generate an additional revenue stream without hassle and cost.



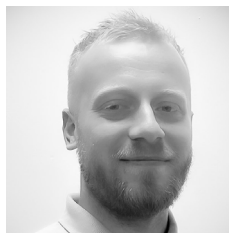
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I can't praise AHR Consultants enough! I can always get through on the phone when I need them and they have been very patient and helpful during this uncertain time. I have full confidence in their advice and know they will help sort out any issues that arise.

Very quick, efficient responses.

When you don't know where to turn and there seems to be too much on the internet it's refreshing to know AHR have traditional business values. They are happy to help even when it's about employment or redundancy, contracts or just general guidance someone is there to support us.



97% of clients are 'satisfied' or 'very satisfied' with our service.



91% of clients renew with us each year.

Very professional, just embarking on the excellent training opportunities on offer.

AHR Consultants are friendly, patient and knowledgeable - it is a pleasure to work with them to solve problems.

## WHAT OUR CLIENTS SAY ABOUT US...

Every time we call for advice all of your staff are extremely helpful and spend the time explaining options with HR queries.



84% of clients find our consultants helpful.

Service delivery is excellent.



94% of clients say our services meet their needs.

Being able to speak to the team at AHR (as many times as we need to) and to be given advice that makes us able to handle HR issues with confidence, is invaluable. Over the years we would not have been able to run our business without their continued support and advice.

AHR Consultants were appointed as our competent person and were soon able to demonstrate their health and safety expertise. They provided sector specific documentation and support, allowing peace of mind knowing we were in safe hands.

**AHR Consultants**

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